

Chapter 5: Plan Implementation

Essential Staffing, Mission-Critical Projects and Major Maintenance Needs

The Service relies on two systems to track the needs of the Wetland Management Districts and other units of the National Wildlife Refuge System. These systems are the Refuge Operating Needs System and the Maintenance Management System. Each station has scores of projects in each system, representing a need which is often beyond the realities of funding. However, each station has identified its most critical needs which form a realistic assessment of funding needed to meet many of the goals, objectives, and strategies identified in the CCP. These needs also form the basis for the President's budget request to Congress. These critical needs are listed below in the categories of essential staff, mission-critical projects, and major maintenance projects. A complete listing of projects in the Operating Needs System is found in Appendix F and it represents the long-term needs of the Detroit Lakes Wetland Management District to operate at optimum levels.



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Essential Staffing Needs

Wildlife Biologist
Resource Specialist
Visitor Services Specialist

Mission-Critical Projects

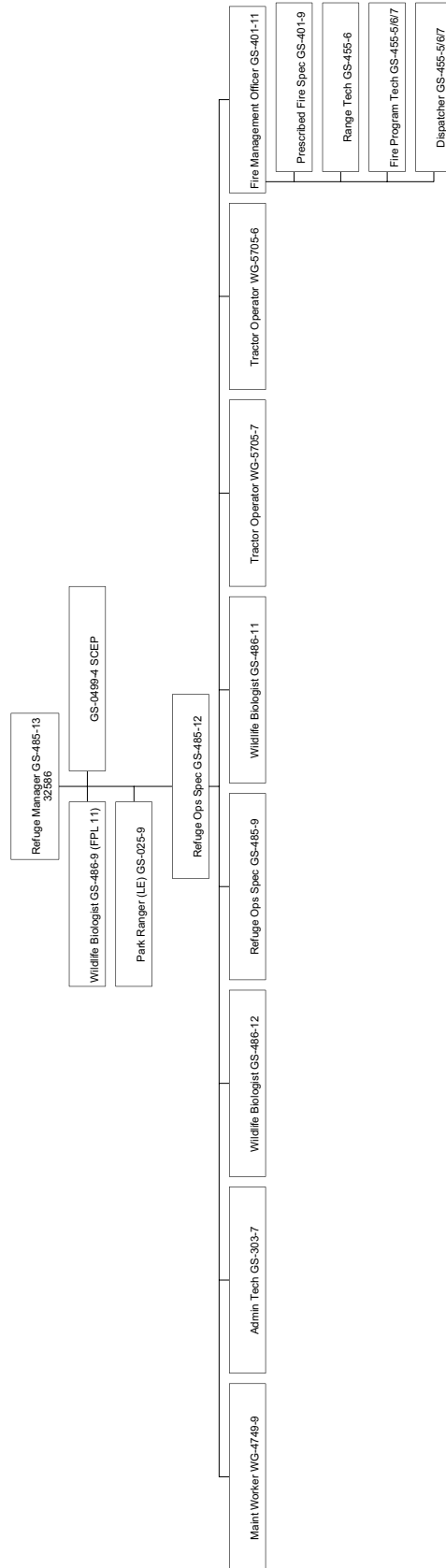
Grassland Habitat Restoration
Water-Level Management and Visitor Services
Wildfire Suppression and Prescribed Fire

Major Maintenance Projects

Replace Tiltbed Truck
Replace Tractor
4 Additional Projects

Total funding needs: \$1,013,000

Figure 11: Staffing Chart



Step-down Management Plans

Existing step-down plans that only need a slight modification to implement the direction of the CCP include the following:

Plan	Completion Date by December of:
Fire Management	Completed
WPA Development Plans	Review/Update 20 percent of plans annually

The draft list of Step-Down Management Plans necessary to implement the direction of the CCP include:

Plan	Completion Date by December of:
Grazing Management	Unit Specific - as needed
Public Use Management	2004
Biological Inventory and Monitoring	2004

A cultural resource management plan will also be prepared to meet the requirements of Section 14 of the Archaeological Resources Protection Act and Section 110(a)(2) of the National Historic Preservation Act.

Partnership Opportunities

We plan to maintain and foster partnerships with: Minnesota Department of Natural Resources, The Nature Conservancy, Ducks Unlimited, Minnesota Waterfowl Association, Partners in Flight, five Watershed Districts, and five County Administrations.

Within the Private Lands Program, the Refuge maintains partnerships with six Soil and Water Conservation Districts in five Counties.

We will seek to develop partnerships with additional public and private groups as opportunities arise.

Monitoring and Evaluation

Monitoring is critical to successful implementation of this plan. Monitoring is necessary to evaluate the progress toward objectives and to determine if conditions are changing.

Accomplishment of the objectives described in this CCP will be monitored annually by the District Manager's supervisor. Successful performance will be tied to the accomplishment of objectives that are scheduled for that year. The public will be informed about the activities of the District staff through news releases and information on each District's web site.

The techniques and details for monitoring related to specific objectives will be specified in the Inventory and Monitoring Step Down Plan.

Substantial changes are likely to occur within the Service and the local community during the next 15 years. The Plan and its objectives will be examined at least every 5 years to determine if any modifications are necessary to meet the changing conditions.